



## JOB DESCRIPTION

**Post:** Family Worker

**Responsible to:** CEO

**Salary:** £25,269 per annum pro-rata, plus benefits

**Hours:** 21 per week and 28 per week

**Location:** Home working - with regular visits to Glasgow and Edinburgh

**Our Essence:** Children thrive when Dads thrive.

**Our Mission:** Dads Rock provides Dads and families with the tools they need to give their child the best possible start in life.

**Our Vision:** Dads Rock sees a world where every child grows up with the best possible version of their family.

## GENERAL PURPOSE

### Operational Service Management

#### Delivering either:

- Support for Young Dads, children and families in Glasgow, engaging with them 1:1. Offering support, and sign posting. With the aim of increasing the confidence and resilience of the Young Dads (aged 30 or under).
- Provide practical assistance such as maximising benefit provision, ensuring adequate food provision, assessing housing conditions and preparing Dads for employment when appropriate.

#### Or

- Coordination of our peer support network (P.S. Dads Rock) for new and expectant Dads across Scotland.
- Develop peer support with the active participation of our volunteers and Dads
- Recruit, train, match and support our volunteers

## **Both role holders will:**

- Build relationships with the early intervention teams within the NHS and Local authority, working together to achieve the best for each Dad and family
- Deliver Dads playgroups and workshops as needed
- Take a trauma informed approach to support families and strengthen their community connections, making it easier for them to find help.
- Support the CEO in the operational management and leadership of the services to achieve positive outcomes with and for children, young people and families.

## **People Management and Leadership**

- Effective communicator with people of all ages and backgrounds
- Ability to work on own initiative and as part of a team
- Contribute to the development and progress of the service by supporting and developing the resources and priorities.

## **KEY RESULTS AREAS**

### **1. Service Delivery**

- Work alongside Dads and families to support their parenting journey
- Work flexibly to meet the needs of Dads Rock which will include some evening and weekend events across Scotland
- Facilitate Dad groups/workshops in Glasgow or Edinburgh
- Ensure the service provided by Dads Rock complies with relevant legislation.

### **2. Sharing and Learning**

- Promote a culture of continuous learning and development internally and with peers
- Actively contribute and lead on specific operational and development tasks relating to the delivery and continuous improvement of the project
- Monitor and evaluate the support against agreed objectives, targets and standards, contributing to submission of quarterly and annual reports.

### **3. Influencing and Networking**

- Promote the service to external partners and key stakeholders
- Build effective partnerships with key operational and strategic bodies and represent and promote the service at external events where required
- Develop the reach of the service by working with external agencies to ensure a pipeline of referrals
- Contribute to the communications strategy to disseminate the learning and best practice with regard to peer support.

### **4. Information and Communication**

- Promote the use of information technology and ensure compliance with Dads Rock recording systems and standards
- Establish effective communication channels both internally and externally with colleagues and partner agencies.

### **ADDITIONAL RESPONSIBILITIES**

- Committed to assisting in the delivery of the Dads Rock essence, mission and vision
- Comply with all of the Dads Rock policies and procedures
- Actively consider the involvement of children, young people and families with whom we work, in all areas of practice and to implement the Dads Rock Participation Standards
- Observe all health and safety requirements
- Work within and promote policies in relation to Equal Opportunities and anti-discriminatory practices.

### **ADDITIONAL DUTIES**

Any additional duties will normally be to cover unforeseen circumstances or changes in work and will usually be compatible with the regular type of work. If an additional task or responsibility becomes a regular or frequent part of the job, it will be included in the job description in consultation with the post holder.

## **PERSON SPECIFICATION**

## **POST: Family Worker**

### **ESSENTIAL**

#### **Experience**

- Worked directly with children or young people
- Experience of collaborating with other agencies and working in a range of settings.

#### **Knowledge**

- Current working knowledge of the Safeguarder role in Scotland
- Up to date knowledge of childhood development and the impact of trauma.

#### **Skills**

- Strong relationship building skills
- Training and group facilitation skills
- Excellent organisational and administrative skills.

#### **Personal Skills**

- A strong ability to lead, support, question and challenge
- Working on your own initiative through prioritising, planning and organising tasks and activities to meet deadlines
- Resilient
- Problem solving and solution focused. Relational in approach or builds strong working relationships.

#### **Other**

- Ability to work flexible hours in line with service delivery requirements
- Commitment and promotion of equal opportunities and anti-discriminatory practices at work
- Awareness of personal responsibility in relation to health and safety.

## **DESIRABLE Qualifications**

- Relevant degree or Diploma in Social Work, Social Care, Law, Education or Health or equivalent
- Mentoring, counselling or coaching qualification.

## **Experience**

- Involving children and families the in planning, designing and implementing services
- Strong self-awareness
- Working with and supporting volunteers.

## **Knowledge**

- A child centred approach and understanding of children's rights and best interests
- Knowledge of issues affecting Dads
- Knowledge of trauma, GIRFEC, UNCRC and The Promise
- IT skills, including use of Microsoft office and Excel.

## **Other**

- Full current driving licence and business insurance
- Access to own vehicle